



# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Hello Members,  
 I want to start off by saying "THANK YOU" for all of the continued support you gave the bargaining team during this negotiations round. From wearing your purple shirts on Tuesdays to encouraging emails you sent us to potential action items we could take if things went south....you stood with us through this entire process. THANK YOU!!! Please pay attention to your email as we will be sending out upcoming dates for explanation sessions and when to vote on the contract. I also want to specifically thank our negotiations team: Jody Murphy, Mary Glagavs, Jana Hedlund, Jane Lenard, Beth Ingberg, Cathy Czeh, and Shuba Venkataraman. THANK YOU!!!

Together,

Tim Kappes

### Community Service Projects

December will be our Toy Drive. Please give your donation to your building representative by Monday, December 11, 2023.

January will be volunteering at the North St. Paul Food Shelf. Dates to be determined.



### Important

#### Phone Numbers

- \**Tim Kappes (President)*  
Cell: 701-640-3177
- \**Jody Murphy (Vice President)*  
Cell: 651-353-2554
- \**Katie Semmerling (Treasurer)*  
Cell: 715-897-2221
- \**Mary Glagavs (Secretary)*  
School: 651-748-6876  
Cell: 651-249-6292
- \**Katrina Geske (Membership)*  
Cell: 715-456-8920
- \**Jill Mueke (Membership)*  
Cell: 612-515-5686

### Member Rights

- \**Tim Kappes (Chair)*  
Cell: 701-640-3177
- \**Kent Gordon (High School)*  
School: 651-702-8685
- \**Janene Lenard (Elementary and Middle)*  
Cell: 612-741-8508
- \**Annie Hodges (Special Education)*  
Cell: 952-250-6637

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### Executive Board Meeting

You're invited!  
**Monday, Dec. 11 2023**  
 4:15 p.m.

### John Glenn Middle School

Upstairs in common  
 area across from media center.

## Contract Corner

### 457 Plans: A Lesser Known Tax Advantaged Way to Save for Retirement

There are many ways for NSPMOEA members to save and invest for retirement. In addition to social security and the Minnesota TRA pension, many teachers also invest in 403 (b) plans.

However there is another often overlooked benefit found in Article VIII Section 13 of the contract. This benefit is called a 457 plan. It is similar to a 403 (b) plan in that it is a voluntary tax advantaged savings plan through payroll deduction. It may be used instead of, or in addition to, a 403 (b) plan. You may contribute any amount from \$10 per paycheck up to a maximum of \$23,000 overall for the year 2024. Those that reach age 50 by the end of 2024 may contribute an additional \$7500 catch up contribution or \$30,500 total.

Minnesota Public Employees, including District 622 Teachers, may contribute to the Minnesota Deferred Compensation Plan (MNDCP,) Minnesota's state 457 plan. The plan is part of the Minnesota State Retirement System (MSRS) which also includes our Post Retirement Health Care Savings Plan.

The MNDCP plan administrators are public employees, and there are no commissions or sales charges. This savings, combined with ultra low expenses and economies of scale, allow more of your money to grow. A wide variety of investments are offered to suit nearly any employee from those who value hands off simplicity to those that prefer to customize their own portfolio. District 622 teachers have access to both Roth and pre-tax options.

Learn more by reading your contract and going to <https://www.msrs.state.mn.us/about-mndcp>

#### Relicensure Information

Go to the NSPMOEA website and follow the links to submit your renewal forms paperless! To check when your license expires go to the MDE website.

Don't let your license expire!

## You've made it to December! Now what?

December can be a turning point for many newer teachers. You may feel like you've finally hit your stride in the classroom and have the energy and the freedom to develop new ideas. Or, now that the newness of the school year has worn off, you may find yourself hunting for fresh strategies to try out as the winter looms. Whatever the reason, here are some ideas for engaging and motivating your students through winter break and beyond.

**Let students lead the discussion.** Now that you've established your own voice in the classroom, it can be challenging to let it fade into the background. But it's an opportune time to let students step up and take charge of the discussions you've been leading for the past few months

**Shake it up by making it fun.** If you spent the first few months of the year perfecting routines and expectations, it may be time to "reorganize and revitalize."

To switch up student partnerships in reading, writing and math, write students' names on scrap paper and then cut the paper into puzzle pieces that interlock. "Have them find their new partners with the added mystery and excitement!" Once students are paired up, give them the opportunity to come up with a cool secret handshake.



Is this your scrambled email?  
gracoosev  
hallnacka  
If so, email  
mglagavs@isd622.org  
to claim your \$10 prize!!